



# HR BEACON

## Community News for HR Professionals

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### 2018 HR Survey Announcement

This issue of the HR Beacon announces the 2018 Human Resources (HR) Community Survey and provides information on the projects and actions resulting from the 2015 HR Community Survey.

#### Background:

The HR Community has conducted bi-annual surveys since 2008 to identify potential focus areas for future action in support of the HR Community Strategic Plan and assess effectiveness of actions taken as a result of prior surveys (the results of the 2015 survey can be found on the Navy Personnel Command HR Community webpage).

HR Community leadership desires to continue this successful trend of turning survey feedback into actionable projects and initiatives to further position the HR Community for success in delivering HR expertise to define, recruit, develop, assign, and retain a highly skilled workforce for the Navy. This requires the assistance and effort of every single HR officer, active, SELRES, and FTS. We want to hear from you via the upcoming 2018 HR Survey!



#### HELP SHAPE OUR FUTURE!



The 2015 Survey resulted in actionable projects such as the Comprehensive HR Milestone Billet Review, HR Job Description/Certification Review, HR Officer Mentoring Program Guidebook, HR Officer Career Guide, and Command Personnel Qualification Standard (PQS) Update.

#### Key Takeaways from the 2015 Survey resulting in actionable projects:

**Comprehensive HR Milestone Billet Review:** The milestone billet review project provided HR leadership with a list of billets recommended for designation as Milestone.

**Command Personnel Qualification Standard (PQS) Update:** This project updated the Command PQS and business rules for completing the command qualification process and scheduling command qualification boards.

**HR Job Description/Certification Review:** This project analyzed billets, training, and Additional Qualification Designation (AQD) codes to develop HR job descriptions.

**HR Officer Mentoring Program Guidebook:** This project reviewed and updated the HR Mentoring Guidebook to help improve the development of our future leaders

**HR Officer Career Guide:** This project reviewed and updated the HR Officer Career Guide to provide a current overview of the HR Community and better assist in the navigation of an HR Officer's career path.

*Please take the time to help make our community more effective by participating in the 2018 HR Survey, expected to be released January 2018. Watch for a note from your Region Captain.*

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